

THE STATUS REPORT



MCSW, Charles F. Hurley Bldg., 19 Staniford St., 6th FL, Boston, MA 02114
 Web: www.mass.gov/women E-mail: mcsw@state.ma.us Phone: 617-626-6520

Equal Pay Day to be Held on April 23 at MA State House!

Each year, women must work into the month of April to earn as much as their male counterparts did the previous year. This day is commemorated annually as Equal Pay Day. The Massachusetts Coalition for Women's Wage Equality will hold a day long observance at the State House on April 23 to raise awareness about pay inequities and empower and mobilize women to strive for economic change.

This new coalition, which was convened by the MCSW, is comprised of over a dozen Massachusetts women's organizations who are working together to create change. The recently released "*State of Women: A County by County Report on the Status of Women & Girls in Massachusetts*" documents that women in EVERY county of Massachusetts earn less than men - an average of 77 cents to each male earned dollar. This impacts women's ability to be economically self-sufficient and creates problems with their access to education, healthcare, childcare, housing, investments and retirement.

The Equal Pay Day observance will begin with advocacy training at 10 a.m. to prepare attendees for the legislator advocacy visits later in the day. This training is open, at no cost, to anyone who is unfamiliar with how to advocate for legislative change and will include two sections - one that will provide an overview and one that will be specific to pending legislation addressing pay equity.

The formal program will convene at 11 a.m., with a panel of experts who will speak about pay equity issues from the perspective of their organizations and constituents. Confirmed panelists include: **Elisabeth Babcock**, President and CEO of the Crittenton Women's Union, **Ellen Bruce**, Associate Director of U-Mass Boston, Gerontology Institute, **Lauren Stiller Rikleen**, Senior Partner and leader of the Bowditch and Dewey Institute for Women's Success, **Natasha Chatilo** from the Young Women's Task Force and **Donna Stewartson**, Associate Director of the Center for Women in Politics and Public Policy.

At noon, **Evelyn Murphy**, former Massachusetts lieutenant governor and author of *Getting Even: Why Women Don't Get Paid Like Men and What to Do About It*, will provide the keynote speech during a light luncheon. The speaking program will conclude with an overview of pending legislative initiatives from **Senator Harriette Chandler** and **Representative Alice Wolf**, to be followed by audience advocacy visits with legislators. This will give all participants the chance to become an active part of the political process and support the ideals of pay equity and potential passage of legislation at the State House.

Women's pay equity is a very important and salient issue for women across the country. At the current rate of change, working women will not achieve equal pay until after 2050. Over her lifetime, a female high school graduate will lose \$700,000 of potential income because of gender, while a female college graduate will lose \$1.2 million of potential income over her lifetime because of gender.

The repercussions of the wage gap can be seen clearly in Massachusetts where single-parent families headed by women represent 72% of the families living below the poverty line. Women's wage equality is something that must be addressed and corrected so that future generations of women in Massachusetts do not face these same wage inequities.

Please join the MCSW and the Coalition in our effort to build support for pay equity in Massachusetts. This will be a wonderful opportunity to learn from distinguished speakers, become updated on current initiatives and take part in the legislative process by advocating for pay equity legislation. Your support and involvement will positively impact our success in bringing pay equity issues to the forefront and advancing Massachusetts women to full wage equality.

Existing members of the MA Coalition for Women's Wage Equality include: American Association of University Women of Massachusetts, Boston Women's Fund, Cambridge Commission on the Status of Women, Center for Women in Politics and Public Policy, Crittenton Women's Union, Massachusetts Commission on the Status of Women, Massachusetts Federation of Business and Professional Women, Massachusetts NOW, Massachusetts Women's Political Caucus, Simmons Institute for Leadership and Change, Somerville Women's Commission, Women's Fund of Western Massachusetts, YWCAs of New England and the YWCA of Southeastern Massachusetts. Additional members are welcome.

Please register or address any questions about Equal Pay Day, the MA Coalition for Women's Wage Equality or pay inequities in Massachusetts to Jill Ashton, MCSW Outreach Coordinator at 617-626-6525.

INSIDE THIS ISSUE:

Executive Director Corner 2; Meet the Community Unsung Heroines of 2007 3, 4, and 5;
 Unsung Heroine Sponsorship News 6; Commission Corner 7;
 Upcoming Events & Happenings 8

Executive Director Corner

As March is National Women's History Month and when International Women's Day is celebrated, it is always a hectic time for the MCSW. This March was no different and in fact busier than normal. I thought I'd share some highlights of our activities this month to better inform you to how we work on our mission of advancing women to full equality in all areas of life, promoting their rights and opportunities and serving as a permanent, effective voice for the women of Massachusetts.

Lowell Women's Week Pay Equity Hearing – On March 6 the Commission joined three branches of the American Association of University Women to host a hearing on women's wage equity at UMASS Lowell. Attended by approximately people, ranging from students to retirees, it was an informative and empowering event which will contribute to our efforts to document women's personal experiences with wage discrimination.

International Women's Day – On March 8 the MCSW joined approximately 200 women at Simmons College to hear an informative and engaging panel on *Creating Equality in Women's Health*. Esteemed panelists explored the disparities that exist in women's health and pondered solutions. The outcomes, as recorded by participants, were both amazing and inspiring. I will end this column with a sampling so that you too might be moved to action.

MassGAP Celebration – On March 13 we joined approximately 500 women to celebrate the many senior level women of the Patrick administration at the Fairmont Copley Plaza. This impressive initiative, which strove to get equal representation in hirings at the most senior level of state government, is one that embraced nearly 1,000 women across the Commonwealth working in concert to advance women.

Plymouth County Regional Council & Public Hearing – On March 28 the MCSW traveled to Bridgewater State College to continue its series of statewide Regional Councils and public hearings. The regional council initiative, which draws together women leaders from across a broad variety of professional sectors, is connecting the MCSW with women statewide and helping us be better informed about women in the different areas of the state. Our public hearings are open to anyone who would like to come and share their issues, concerns or perspectives with the Commission. We use this information to educate and inform our Appointing Authorities and the state legislature to effect change.

MCSW in the News – On March 29 I traveled to the western part of the state to tape a cable television segment of Lawtalk with Diane Saia, which focused on the Commission's commitment to pay equity. I then went onto Northampton to join the Western MA Women's Fund at their "Seeking Common Ground Summit." I was honored to be a panelist with Dianne Doherty, Regional Director of the MA Small Business Development Corporation and Lilyane Glamben, Deputy Director of The Sister Fund to explore the what, how and why of women's economic self sufficiency. It was absolutely inspiring to listen as the Women's Fund recognized its grant awardees and the audience learned about the unique, creative powerful work that is being done in Western MA.

The Women's Congress – The MCSW was an exhibitor at this inaugural event attended by several thousand professionals at the Boston Convention Center March 29 & 30. We were impressed by what we learned and who we met and the great work that is taking place nationwide to advance women. For instance, Nell Merlino, the creative force behind Take Our Daughters to Work Day, hosted a grant making luncheon featuring her new initiative Count Me In for Women's Economic Independence and its Make Mine a \$Million Business. This initiative provides on-line business loans and resources for women to grow their micro businesses into \$1 million enterprises.

While women's history month 2007 is now itself history for another year, I leave you with some of the actions that attendees to this year's IWD breakfast were moved towhy not choose something you'd like to work on to improve the status of women in Massachusetts?

Actions I will take:

- Help more women go to medical school.
- Talk to my legislator about women and healthcare
- Talk to children and young adults about health and wellness
- Give massage therapy to women with terminal illness
- Get involved in immigration issues
- Tutor English to refugees
- Make contributions to: Jane Doe, Boston Women's Fund, MIRA, Elizabeth Stone House, Save Darfur, Project Concern International, UNICEF
- Teach my daughter that she can change the world
- Educate myself around struggles other women face
- Lead by example



Meet the Community Unsung Heroines of 2007

Abington ~ Maureen Spencer	Chicopee ~ Eleanore Maciolek
Acton ~ Nancy Tavernier	Clinton ~ Corey Maloney
Agawam ~ Dee Emery-Ferrero	Colrain ~ Barbara Call
Amesbury ~ Rosemary Werner	Concord ~ Lisa Anne Richards
Amherst ~ Magdalena Gomez	Cumington ~ Lucille Temple
Andover ~ Tracy Callahan	Dalton ~ Heather Shogry
Aquinnah ~ Berta Welch	Danvers ~ Cheryl Ward
Arlington ~ Mary Grimley Mason	Dartmouth ~ Maria Connor
Ashfield ~ Lynn Dole	Dedham ~ Nancy Baker
Ashland ~ Charlotte Peterson	Deerfield ~ Sharyn Paciorek
Attleboro ~ DeAnne Auclair	Dennis ~ Susan Johnson
Auburn ~ Patricia Bukoski	Dighton ~ Roberta Perry
Ayer ~ Lucille DaCosta	Douglas ~ Deborah Burns
Barnstable ~ Janice Barton	Dracut ~ Debra Canney
Barre ~ Gloria Castriotta	Dudley ~ Marilyn Fels
Bedford ~ Lois Pulliam	East Bridgewater ~ Theresa McNulty
Belchertown ~ Karen Schiffer	East Longmeadow ~ Elizabeth Rossi Darsigny
Bellingham ~ Amy Cook	Easthampton ~ Robin Bialecki
Belmont ~ M. Patricia Brusch	Easton ~ Denise Papagno
Berlin ~ Valary Bradley	Erving ~ Beth Bazler
Bernardston ~ Caryl Dyer	Erving ~ Marcia Bernard
Beverly ~ Virginia McGlynn	Erving ~ Marion Overgaard
Blackstone ~ Margaret Bik	Everett ~ Mary Jenkins
Boston ~ Sarah Rial	Fall River ~ Kathleen Harrington
Boston - Allston ~ Sonia Ventura Mee	Falmouth ~ Susan Scharr
Boston - Brighton ~ Zenobia Tak-Wai Lai	Florida ~ Heidi Dugal
Boston - Chinatown ~ Marie Moy	Foxborough ~ Amy Garrabrant
Boston - Dorchester ~ Thelma Burns	Framingham ~ Bonny Saulnier
Boston - East ~ Carol Ann Aloisi	Franklin ~ Lisa Grieci
Boston - Jamaica Plain ~ Liana Bond	Gardner ~ Tanya Barnett
Boston - Mattapan ~ Arlene Cozart	Georgetown ~ Sandra Gerraughty
Boston - Roslindale ~ Catherine Slade	Gill ~ Ann Banash
Boston - Roxbury ~ Shirley Shillingford	Gloucester ~ Barbara Kaplan
Bourne ~ Elizabeth Gary	Grafton ~ Linda Casey
Boxborough ~ Patricia Yen Gayowski	Granby ~ Karen Randall
Boxford ~ Karen Sheridan	Great Barrington ~ Eve Schatz
Boylston ~ Margaret Sieber	Greenfield ~ Christine Scott
Braintree ~ Josephine Salloway	Groton ~ Berta Erickson
Brewster ~ Jean Sears	Groveland ~ Cari Marchese
Bridgewater ~ Katherine "Kitty" Doherty	Hadley ~ Margaret (Peg) Tudryn
Brockton ~ Diane Driscoll	Halifax ~ Eloise Clawson
Brookline ~ Mary McConnell	Hamilton ~ Heather Ford
Buckland ~ Pamela Guyette	Hampden ~ Beth Burger
Burlington ~ Sonia Rollins	Hancock ~ Marjorie Southard
Cambridge ~ Shirley Jobe	Hanover ~ Betty Crawford
Canton ~ Katherine Touafek	Hanson ~ Jennifer Thomas
Carlisle ~ Harriet Fortier	Hardwick ~ Jeanne Hanson
Carver ~ Judy Richards	Harwich ~ Martha Knapp
Charlton ~ Cathleen Kuehl	Hatfield ~ Louise Slys
Chatham ~ Patricia Vreeland	Haverhill ~ Sally Cerasuolo-O'Rorke
Chelmsford ~ Ellen Mellen	Hawley ~ Margaret Eggert
Cheshire ~ Anna Marie Farnam	

Community Unsung Heroines of 2007 Continued

Heath ~ Alli Thane-Stetson
Hingham ~ Gretchen Condon
Holbrook ~ Marion Colburn
Holliston ~ Carolyn Dykema
Holyoke ~ Maria Barretto
Hopedale ~ Catherine Pisacane
Hopkinton ~ Anna Marie Lambert
Hudson ~ Alice Faison
Huntington ~ Melinda Slowey
Ipswich ~ Laura Dietz
Kingston ~ Linda Felix
Lakeville ~ Arlene Wood
Lawrence ~ Jennifer Spinosa
Leicester ~ Linda Carr Looft
Lenox ~ Jean Dillard
Leominster ~ Sharon Bouchard
Leverett ~ Fenna Lee Bonsignore
Lexington ~ Carolyn (Kay) Tiffany
Leyden ~ Sarah Kemble
Lincoln ~ Cathy Long
Longmeadow ~ Ellen McKenna
Lowell ~ Donna Hunnewell
Ludlow ~ Linda Amaral
Lynn ~ Ada (Carmen) Lopez
Lynnfield ~ Elaine Mead
Malden ~ Marguerite Gonsalves
Mansfield ~ Ellen Westlund
Marblehead ~ Katherine Byrne
Marshfield ~ Marianne Shean
Mashpee ~ Josephine Fletcher
Mattapoisett ~ Jodi Bauer
Maynard ~ Kate Wheeler
Medfield ~ Debora Gursha
Medford ~ Marlene Aborn
Medway ~ Evelyn Clorite
Medway ~ Barby Horowitz
Melrose ~ Eloise Wellington
Mendon ~ Anne Mazar
Merrimac ~ Charlotte Eileen Stepanian
Methuen ~ Davida Dawn McGovern
Middleborough ~ Robin Jones
Middleton ~ Ann Noyes
Milford ~ Marilyn Lovell
Millbury ~ Sandra Cristo
Millis ~ Donna Cabibbo
Millville ~ Mary Lou Anderson
Milton ~ Roberta (Bobbi) Leary
Monson ~ Anne O'Shea
Montague ~ Katherine "Kitty" Waitkus
Monterey ~ Susan Sellew
Nahant ~ Christine Kendall
Nantucket ~ Pauline Proch

Natick ~ Paula Polk
Needham ~ Helen Hicks
New Ashford ~ Hedy Lipez
New Bedford ~ Yvonne Drayton
New Braintree ~ Constance Small
New Salem ~ Barbara Pine
Newbury ~ Emma Odell
Newburyport ~ Jenifer Hoffman
Newton ~ Jacqueline Gauvreau
Norfolk ~ Georgia Jones
North Adams ~ Shirley Davis
North Andover ~ Tina Klein
North Attleborough ~ Sammi Robertson
North Reading ~ Edith O'Leary
Northampton ~ Ellen Nigrosh
Northborough ~ Francesca Warren
Northbridge ~ Sharon Susienka
Northfield ~ Lois Stearns
Norton ~ Ruth Goold
Norwell ~ Donna Cunio
Norwood ~ Mary Hemman
Oak Bluffs ~ Marney Toole
Oakham ~ Susan Carpenter
Orleans ~ Jean Finch
Palmer ~ Mary Salzmann
Peabody ~ Judy Meserve
Pelham ~ Darlene Rose-Wardlaw
Peru ~ Christine Richards
Petersham ~ Mary Ann Walker
Pittsfield ~ Mary Rentz
Plainville ~ Andrea Soucy
Plymouth ~ Kirsten Reilly
Princeton ~ Cynthia Ross Shea
Provincetown ~ Irene Rabinowitz
Quincy ~ Amy Cheung
Randolph ~ Deborah Woodward
Reading ~ Elizabeth Klepeis
Rehoboth ~ Glenna Hannah Morris
Revere ~ Vicki Richardson
Richmond ~ Gloria (Smith) Morse
Richmond ~ Joyce (Smith) Phelps
Rockport ~ Nancy Waddell
Rowley ~ Deborah Eagan
Rutland ~ Christine Mahan
Salem ~ Roberta Clement
Salisbury ~ Gayle Yarnall
Sandisfield ~ Robbin Campetti
Sandwich ~ Sarah Symons
Saugus ~ Jean Swanson
Savoy ~ Marjorie Senecal
Scituate ~ Gwen Morgan
Seekonk ~ Beverly Hart

Community Unsung Heroines of 2007 Continued

Sharon ~ Jane Desberg
 Shelburne ~ Leda McKenry
 Shrewsbury ~ Elaine LeBlanc
 Shutesbury ~ Georgianna Parkin
 Somerset ~ Christina Wordell
 Somerville ~ Marie Siraco
 Southampton ~ Virginia Ahart
 Southborough ~ Patrice Kline
 Springfield ~ Kathleen Sullivan
 Stoneham ~ Sheila Herbeck
 Stoughton ~ Irene Walsh
 Stow ~ Jean DeMilia
 Sudbury ~ Judy Deutsch
 Sutton ~ Claudette Rice
 Swampscott ~ Sue Burgess
 Swansea ~ Carole Hyland
 Taunton ~ Cynthia Correia
 Templeton ~ Abby Huhtala
 Templeton ~ Alli Huhtala
 Tisbury ~ Patricia Begley
 Topsfield ~ Heidi Fox
 Townsend ~ Karen Clement
 Truro ~ Nancy Winslow
 Tyngsborough ~ Constance Spickler
 Upton ~ Joan Shanahan
 Uxbridge ~ Kristen Marie Putelis
 Wakefield ~ Maira Mejia
 Walpole ~ Florence Sundquist
 Waltham ~ Bernadette Scalese
 Ware ~ Margaret Sorel
 Wareham ~ Michelle Baum
 Watertown ~ Lucia Mastrangelo
 Wayland ~ Mary Ann Porreca
 Webster ~ Danielle Morrow
 Wellesley ~ Dona Kemp
 Wellfleet ~ Nancy Winslow
 Wendell ~ Rosalie Rosser
 Wenham ~ Marcia Molay
 West Newbury ~ Leona Preble
 West Springfield ~ Deborah Cubi
 Westfield ~ Dorteia Wzorek
 Westford ~ Diane Healy
 Westhampton ~ Julie Holt
 Weston ~ Carter Crawford
 Westwood ~ Wendy Muellers
 Weymouth ~ Joan Gold
 Whitman ~ Catherine Ann Brogna
 Williamsburg ~ Laura Baker
 Williamstown ~ Gina Coleman
 Wilmington ~ Judith DiPalma
 Winchendon ~ Margaret C. "Meg" Urquhart
 Winchester ~ Sarah Swiger

Windsor ~ Lila Allard
 Winthrop ~ Beverly Phipps
 Woburn ~ Susan Hartmere
 Worcester ~ Allison Annette Alaimo
 Worthington ~ Susan Grace Levreault
 Wrentham ~ Rosamond Barber
 Yarmouth ~ Cathleen Flanagan

Join us in Congratulating the 2007 Unsung Heroines!

On May 16, 2007 the Massachusetts Commission on the Status of Women will honor 267 Community Unsung Heroines – from 262 cities and towns across the Commonwealth – at a moving reception at the State House. **Attendance is limited to the honorees and their chosen guest.** These are women who selflessly, without fanfare or recognition, make their communities and the Commonwealth better places to live and work. ***Our Unsung Heroines don't make the news, but they truly make a difference!***

Unfortunately celebrations of such major proportion are not without significant costs. To fund the event, we are producing an Event Program Book which will offer our supporters ways to honor the 2007 Unsung Heroines by providing a wide variety of recognition and congratulatory visibility opportunities. A flyer containing the full details as well as a list of all the 2007 Unsung Honorees is attached.

The MCSW sincerely hopes you will join us in making this important recognition event possible for Massachusetts' 2007 Community Unsung Heroines. We expect that the event Program Book will get into the hands of thousands of people and will have lasting value as a memento so this is an excellent opportunity to recognize phenomenal women while gaining significant exposure for your organization, favorite charity, civic group, etc.

The ad deadline is April 18 so please act now! The sponsorship form follows on the next page.

Thank you in advance for your support.

*The Massachusetts Commission on the Status of Women's
Fourth Annual
2007 Unsung Heroines of Massachusetts*

Wednesday, May 16, 2007

1:00 pm ~ 4:00 pm

Massachusetts State House, Boston MA

*They don't make the news...
they make the difference.*



☐ **\$15,000 HERO:**

"JUST DESSERTS" RECEPTION SPONSOR

- Prime promotion included in all collateral and media;
- Full page 4 color ad & logo on front cover of program book;
- Your logo and link to your Web site posted on MCSW's Web site;
- Your logo and name on all on-site event signage.

☐ **\$10,000 CHAMPION:**

- Prime promotion included in all collateral and media;
- Full page 4 color ad & logo on front cover of program book;
- Your logo and link to your Web site posted on MCSW's Web site;
- Your logo and name on all on-site event signage.

☐ **\$5,000 ROLE MODEL:**

- Inclusion in all collateral and media;
- Full page black & white prime location ad on front cover of program book;
- Your logo and link to your Web site posted on MCSW's Web site;
- Your logo and name on all on-site event signage.

☐ **\$2,500 PARTNER:**

- Inclusion in all collateral and media;
- Full page black & white ad in program book;
- Your logo & link to your Web site posted on MCSW's Web site;
- Your logo and name on all on-site event signage.

☐ **\$1,000 ADVOCATE:**

- Inclusion in all collateral and media;
- Full page black & white ad in program book;
- Your logo and link to your Web site posted on MCSW's Web site.

☐ **\$750 SUPPORTER:**

- Full page black & white ad in the program book.

☐ **\$375 MENTOR:**

- 1/2 page black & white ad in the program book.

☐ **\$200 HELPING HAND:**

- 1/4 page black & white ad in the program book

☐ **\$100 FRIEND:**

- 1/8 page black & white ad in the program book.

☐ **OTHER** – Please specify

Program book artwork is due NO LATER THAN APRIL 18TH. All ads should be submitted in a high resolution format and e-mailed to Paula.Daddona@state.ma.us.

Name: _____
 Company: _____
 To Be Listed As: _____
 Address: _____
 City: _____ State: _____ Zip: _____
 Phone: _____ E-mail: _____

Please return this form along with a check, made payable to the "MCSW" to the address below.

Or pay via credit card online at www.mass.gov/women (Be sure to mail or fax this completed form to us!)

Contributions are tax deductible to the extent allowed by law. MCSW is a 509 (a)(1), not-for-profit organization.

The Massachusetts Commission on the Status of Women | 19 Staniford St., 6th Floor | Boston, MA 02114
 Phone: 617.626.6520 | Fax: 617.626.6530 | E-mail: mesw@state.ma.us | Web: www.mass.gov/women



Commission Corner

Public Hearing to be Held at UMASS Amherst April 25

The Massachusetts Commission on the Status of Women will hold a Public Hearing on Women's Issues to gather personal input, experiences, and testimony from women in the greater Hampshire County region on Wednesday, April 25, 2007 from 5:30 – 7 p.m., at the Everywoman's Center, UMass Amherst, Campus Center, Room 803.

The Commission's 19 volunteer Commissioners, who are appointed from across the state, would like to hear from women about important issues within their own lives and communities. Commissioners particularly want to learn about women's experiences with wage discrimination and inequities as well as their ability to access quality housing, affordable healthcare, quality education and childcare, affordable transportation and other inter-related issues.

Admission to the hearing is free and translators are available upon request. For those who do not wish to share their personal experiences in public, written testimony will be accepted. To register to testify at the hearing, contact the Commission at 617-626-6520 or mcsww@state.ma.us.

Unsung Heroine Review Team Hard at Work



Pictured above starting left-front: Jenna Costa, MCSW
Commissioner Carol Pimentel, Carol Santos, Gail Fortes, Julie
Parker and missing from the picture Tina Bruen.

Upcoming Events & Happenings

April 17, 10a.m. to 2p.m., “Women for Hire” Job Expo

To be held at The Westin Copley Place Boston, 10 Huntington Avenue, Boston, MA 02116

For more information go to www.womenforhire.org

April 17, 3:30 – 5 p.m. MA Coalition for Women’s Wage Equality Meeting

Contact the MCSW office @ (617) 626-6520 for more information or to RSVP.

April 23, 10:00 – 3 p.m. Equal Pay Day!

Featuring Keynote Speaker, Evelyn Murphy, former Massachusetts Lt. Governor and author of *Getting Even: Why Women Don't Get Paid like Men and What to do About it*. **To be held at the MA State House, Great Hall FREE Admission & box lunch will be served. Registration is required! Contact the MCSW office @ (617) 626-6520.**

April 25, 5:30 – 7 p.m. Amherst Public Hearing on Women’s Issues

Contact the MCSW office @ (617) 626-6520 for more information or to RSVP.

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Alex Cole



The Massachusetts Commission on the Status of Women

19 Staniford St., 6th FL
Boston, MA 02114

Phone:

617-626-6520

Fax:

617-626-6530

E-Mail:

mcsw@state.ma.us

WE'RE ON THE WEB!

VISIT US AT:

WWW.MASS.GOV/WOMEN

**Do you have questions or comments about this newsletter? If so, please contact
Paula.Daddona@state.ma.us**